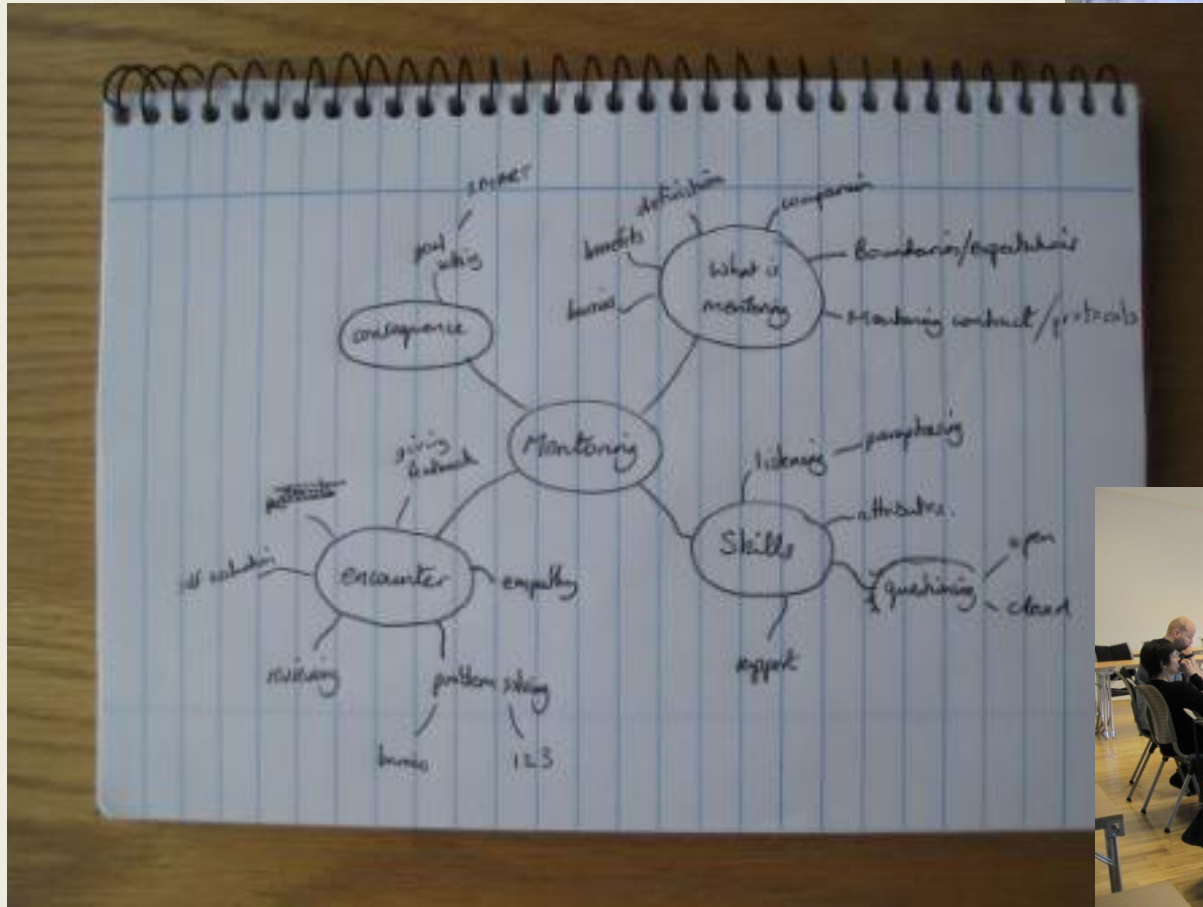
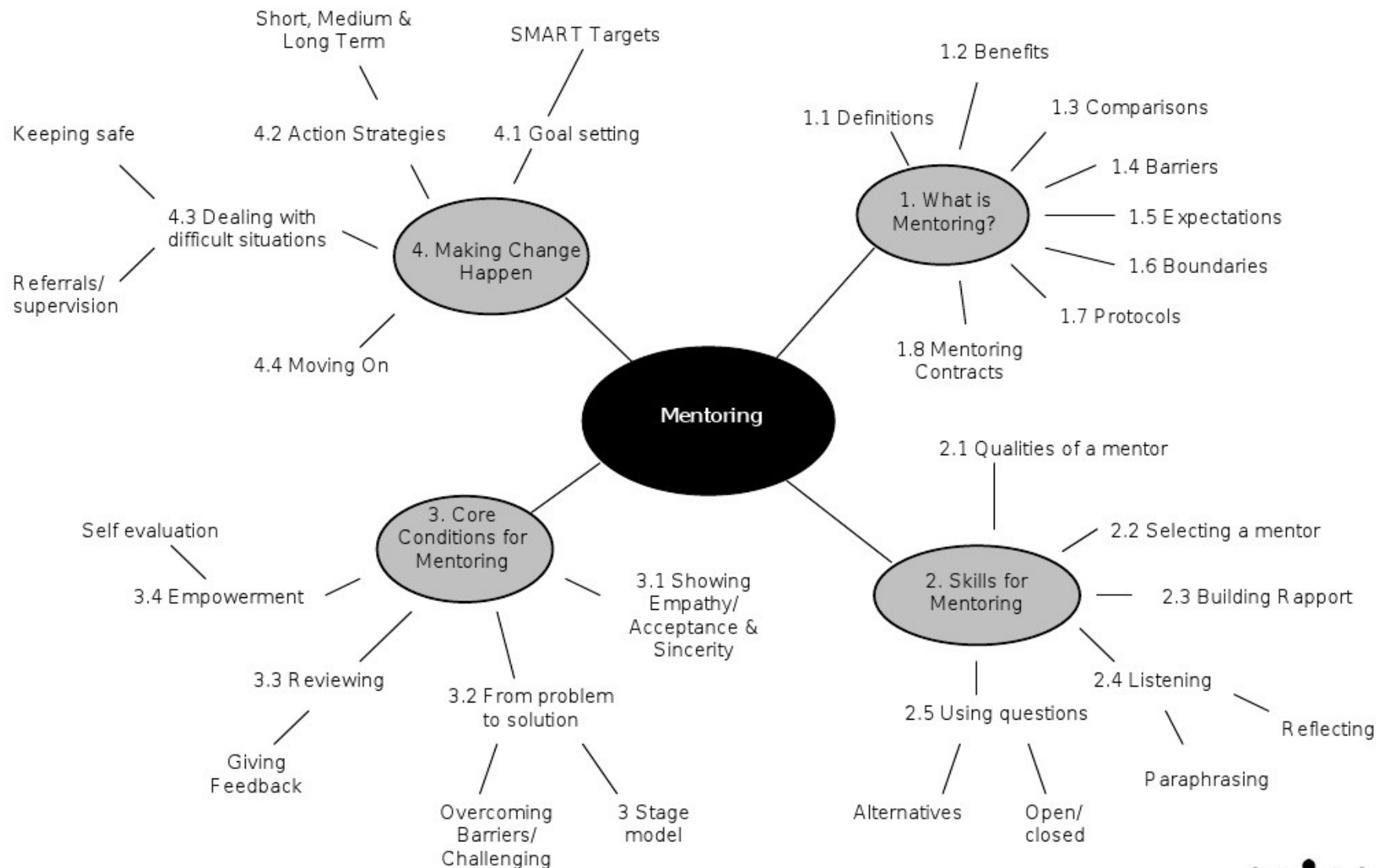




WorkMentor







The Mentoring Match

1

The Company

**Culture
Values
Vision**

Is there a learning/
mentoring culture?

2

The Role

**Protocols
Process
Responsibilities**

Are there effective
systems to support
mentoring?

3

The Person

**Skills
Values
Relationship**

Do the right people
have the right skills?

The Mentoring discussion

- Rapport building (empathy)
- Questioning/ Listening
- Paraphrasing
- Problem solving
- Goal setting/ Action Planning

The Mentoring programme

- 2 hour presentation to 10 employers
- Delivery of skills builders

Employer Briefing

What is mentoring?	Definition
Benefits	Exercise – what do employers want
Comparison with other services	Card sort exercise
Barriers to a successful mentoring programme	Exercise
Expectations	
Role and Responsibility	To agree the role and job description Boundaries - confidentiality
A Mentoring Agreement	To agree a template for a mentoring agreement
Core Skills and Qualities	To list as a group and discuss
A Mentoring discussion	Example of typical encounter
Identification of further training needs	Mentor self analysis

Actions

- Identify employers
- Philip to talk to employer by end of September
- Invite to Employer Briefing at end of October

